

Sherman ISD

Compensation Plan

2024-2025



SHERMAN
INDEPENDENT SCHOOL DISTRICT

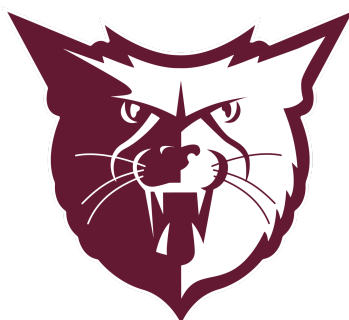
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This Compensation Plan is for the 2024-2025 School Year Only

Only salaries for the 2024-2025 school year may be determined from this publication. No increases are granted automatically each year. Neither past nor future salaries can be accurately calculated or predicted from this information. Continuing teachers will not be paid less than these amounts for specific years of service. Some continuing teachers are paid more than these amounts for specific years of credited service. Some employees are paid more than these amounts for additional duty days and or stipends.

For questions or clarifications, please contact the Human Resources Department at 903-891-6410 or the Payroll Department at 903-891-6415.



An Equal Opportunity Employer

It is the policy of Sherman Independent School District not to discriminate on the basis of race, color, national origin, sex, handicap, or age in its employment practices as required by the Title VI of the Civil Rights Act 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended.

Statement of Nondiscrimination

In its efforts to promote nondiscrimination, Sherman ISD does not discriminate on the basis of race, religion, color, national origin, gender, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Sherman ISD Pay Grades

Administrative/Professional Pay Grades

Pay Grade 1

Campus Testing & 504 Coordinator
Communications Specialist
Instructional Tech Specialist
LSSP Assistant
Speech-Language Pathologist Assistant
Webpage and Social Media Coordinator

Pay Grade 2

Behavior Specialist
Communications/ Media Systems Administrator
Coordinator of Character Education
Instructional Coach
Librarian
Licensed Social Worker
RN Nurse

Pay Grade 3

Assistant Principal - Elementary
Assistant Principal - Alternate Campuses
Career and College Readiness Coordinator
Compliance Officer – Special Education
Coordinator of Behavior Interventions and Support
Coordinator of Data Analysis
Diagnostician
Director of Marketing
Director of Partners in Education
District PEIMS Coordinator
High School Band Director
LSSP
Network Administrator
School Counselor
Speech-Language Pathologist
Student Support Counselor

Pay Grade 4

Assistant Principal - High School
Assistant Principal - Middle School
Coordinator of 504, Dyslexia and Interventions
Coordinator of Behavior and Specialized Programs
Coordinator of Counseling and Student Support
Coordinator of Career/ Military Workforce Development
Coordinator of Fine Arts
Director of Education Foundation
Director of Information Services
Information Security Analyst
Elementary Curriculum Coordinator
Secondary Curriculum Coordinator
Occupational Therapist
Physical Therapist
Systems Analyst
Teacher Incentive Allotment & Talent Coord.

Pay Grade 5

Associate Principal
Coordinator of Special Programs and Assessment
Director of Finance

Pay Grade 6

Athletic Coordinator and Head Football Coach
Chief of Police
Director of Capital Projects
Director of Maintenance and Operations
Principal - Elementary

Sherman ISD Pay Grades

Administrative/Professional Pay Grades

Pay Grade 7

Chief Communications Officer
Director of Bilingual Education and Language Services
Director of Elementary Education
Director of Instructional Technology
Director of Secondary Education
Director of Technology Services
Director of Transportation and Security Services
Principal - Middle School
Principal - Special Programs

Pay Grade 8

Director of Athletics, Health and Physical Education
Director of Special Populations
Principal - High School

Pay Grade 9

Executive Director of Human Resources

Pay Grade 10

Chief Academic Officer
Chief Financial Officer

Pay Grade 11

Deputy Superintendent

Sherman ISD Pay Grades

Clerical/Paraprofessional Pay Grades

Pay Grade 1

Classroom Assistant –
 Special Education
 Regular Education
 Alternative Education
 BLOOM
 English as a Second Language
 Library

Pay Grade 2

Receptionist –
 Elementary School
 Middle School

Pay Grade 3

Clerk - Campus
 Attendance - Elementary
 Attendance – High School
 Attendance – Middle School
 Attendance – Special Programs
Clinic Assistant
Language Facilitator
Library Associate
Office/Clinic Assistant
Receptionist – High School
Secretary –
 Assistant Principal
 Campus

Pay Grade 4

Bookkeeper/Records Coordinator,
 High School
Registrar – High School
Secretary –
 Associate Principal
 Elementary Principal
 Middle School Principal
 Special Programs Principal

Pay Grade 5

Interpreter for the Deaf I
Secretary –
 Athletics
 Business Office
 Curriculum and Instruction
 Communication
 Food Services
 High School Principal
 Human Resources
 Maintenance and Operations
 Special Education
 Technology
 Transportation

Sherman ISD Pay Grades

Clerical/Paraprofessional Pay Grades

Pay Grade 6

Interpreter for the Deaf II

Clerk –

 District Business

 Payroll

PC Technician

Specialist –

 Accounting

 Human Resources

Pay Grade 7

Network Technician

Pay Grade 8

Licensed Vocational Nurse

Secretary – Superintendent

Sherman ISD Pay Grades

Auxiliary Pay Grades

Pay Grade 1

Cafeteria Monitor
Crossing Guard
Cook
Custodian
Grounds Technician I

Pay Grade 2

Bus Assistant
Food Service, Assistant Manager

Pay Grade 3

Food Service, Elementary School Manager
Grounds Technician II
Lead Custodian
Print Shop Technician
Warehouse Assistant

Pay Grade 4

Campus Security Monitor
Custodial Specialist
Food Service, Middle School Manager
Lead Grounds Technician
Maintenance Specialist
Plumber Assistant

Pay Grade 5

Food Service, High School Manager
Food Service District Technician
Maintenance Specialist - IPM
Maintenance Specialist - Locksmith
Mechanic Assistant
Painter

Pay Grade 6

Carpenter
Electrician
HVAC Specialist
Irrigation Specialist
Maintenance Specialist – Building Operator
Lead Mechanic
Mechanic
Plumber

Pay Grade 7

Custodial Supervisor
Food Service Supervisor
Landscape and Grounds Supervisor
Transportation Coordinator

Pay Grade 8

Maintenance Supervisor
Police Officer
Warehouse and Purchasing Supervisor

Pay Grade 9

Bus Driver
Bus Driver/Transportation Assistant

Sherman ISD Pay Rates

Teacher Hiring Schedule/Pay Rates

Years of Experience	New Hire Salary
0	\$56,900
1	\$57,200
2	\$57,500
3	\$57,800
4	\$58,100
5	\$58,400
6	\$58,700
7	\$59,000
8	\$59,300
9	\$59,600
10	\$60,000
11	\$60,450
12	\$61,050
13	\$61,650
14	\$62,250
15	\$62,950
16	\$63,650
17	\$64,250
18	\$64,850
19	\$65,450
20	\$66,050
21	\$66,550
22	\$67,100
23	\$67,600
24	\$68,100
25+	Adjusted by Year

Administrative/Professional Pay Rates

Pay Grade	Minimum	Midpoint	Maximum
1	\$272.27	\$332.00	\$391.73
2	\$304.64	\$371.51	\$438.38
3	\$322.92	\$393.80	\$464.68
4	\$342.29	\$417.43	\$492.57
5	\$370.72	\$446.65	\$522.58
6	\$396.67	\$477.92	\$559.17
7	\$425.54	\$506.60	\$587.66
8	\$470.33	\$557.26	\$644.19
9	\$535.25	\$629.70	\$724.16
10	\$567.36	\$667.48	\$767.60
11	\$635.44	\$747.58	\$859.72

Clerical/Paraprofessional Pay Rates

Pay Grade	Minimum	Midpoint	Maximum
1	\$15.50	\$18.68	\$21.86
2	\$16.50	\$19.88	\$23.26
3	\$18.25	\$21.99	\$25.73
4	\$19.65	\$23.68	\$27.71
5	\$21.43	\$25.82	\$30.21
6	\$22.72	\$27.37	\$32.02
7	\$24.35	\$29.34	\$34.33
8	\$30.43	\$36.23	\$42.03

Manual Trades Pay Rates

Pay Grade	Minimum	Midpoint	Maximum
1	\$15.50*	\$18.68*	\$21.86*
2	\$16.50	\$19.88	\$23.26
3	\$18.25	\$21.99	\$27.73
4	\$19.65	\$23.68	\$27.71
5	\$21.43	\$25.82	\$30.21
Bus Driver	\$22.50	\$25.57	\$28.64
6	\$22.72	\$27.37	\$32.02
7	\$24.35	\$29.34	\$34.33
8	\$30.43	\$36.23	\$42.03

*\$2.00 pay differential for evening custodians

Substitute Pay Rates

Substitute Teachers

Substitute Teachers	Daily Rate	Long Term Rate
Retired certified teacher*	\$115	\$200
Certified teacher*	\$105	\$190
Bachelor’s degree with no teaching certification	\$95	\$120
High school diploma	\$85	\$100

A \$10 differential is added to the substitute teacher pay rate for jobs worked on Friday. Additionally, the following will be added after the number of days listed:

Days Worked	Amount
11-30	\$20 per day
31-50	\$25 per day
51+	\$30 per day

*Only a teacher holding a Texas teaching certificate can fill a teacher vacancy of 30 days or longer.

Paraprofessional Personnel

Paraprofessional Personnel	Daily Rate	Long Term Rate
Retired clerical/paraprofessional positions	\$95	\$100
Clerical/paraprofessional positions	\$85	\$100

A \$10 differential is added to the substitute teacher pay rate for jobs worked on Friday. Additionally, the following will be added after the number of days listed:

Days Worked	Amount
11-30	\$15 per day
31-50	\$20 per day
51+	\$25 per day

Professional Support Staff

Substitute pay rates to be determined by the Superintendent or designee as needed.

Auxiliary Support Personnel

Auxiliary Support Personnel	Hourly Rate
Food service positions	\$15.00
Custodian/maintenance positions	\$15.00
Bus driver holding CDL	\$20.50

Additionally, the following will be added after the number of days listed:

Days Worked	Amount
11-30	\$1.00 per hour
31-50	\$1.50 per hour
51+	\$2.00 per hour

The long-term rate applies on the 16th day after the substitute has worked for 15 consecutive days for the same employee.

Miscellaneous

Extra Duty Assignment

After School Detention (Certified Role)	\$25 per hour
After School Detention (Non-Certified Role)	\$15.28 per hour
Saturday School (Certified Role)	\$25 per hour

Homebound Instruction

Regular Education Teacher	\$35 per hour
Special Education Teacher	\$35 per hour

When a Sub is Not Available

Subbing during conference	\$25 (\$50 for block schedule)
Teachers who split a class (for the entire day*)	Teachers will split the long term sub rate: \$190/number of teachers who split the class.
For staff members whose work assignment is changed for the day due to the lack of a sub in a classroom and the employee subs for a teacher.	\$25 per day

*For half day absences, employees who cover these would earn half of the amount listed.

Transportation Trips

Extracurricular Trips	Driver's Hourly Rate
Coach/Sponsor driving bus	Sponsor: \$50 per round trip Not a Sponsor: Starting Driver Hourly Rate

Tutoring Rates (STAAR, Credit Recovery, Community Service Programs)

SISD Certified Teacher	\$35 per hour
Non-Employee Certified Teacher	\$20 per hour
Non-Certified Employee	\$15.28 per hour
Saturday School	\$50 per hour

1. No SISD employee may be paid for tutoring during the assigned work day.
2. There is a maximum limit of 6 hours for tutoring per day for non-employee.
3. The required number of students for tutoring groups is 8-10 students.
4. Tutors are only paid for documented time for direct contact working with students.
5. Campuses can only use non-employees for tutors who have applied with Human Resources and have been hired as temporary employees.

Security Rates

Off Duty Law Enforcement Officer	\$40 per hour
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Salary Supplements/Stipends

District Level

District

Administrative Intern	\$1,000
Board Certified Behavior Analyst	\$5,000
Classroom Assistant - Special Ed Self Contained	\$1,000
Doctorate Degree (Teacher)	\$3,500
Instructional Technology Specialist	\$1,800
Lead Deaf Education Teacher	\$2,000
Lead Nurse	\$2,500
Lead Speech Language Pathologist	\$1,000
Lead TRS Reporting	\$4,000
Master's Degree (Teacher)	\$1,500
PC Tech I	\$2,000
PC Tech II	\$4,000
Special Olympics Organizer	\$1,500
SISD Police Sergeant	\$5,000
SISD Police Lieutenant	\$8,000

District Critical Shortage Fields

Board Certified Behavior Analyst	\$5,000
Certified Academic Language Therapist Certification	\$5,000
Registered Behavior Technician	\$3,000
Special Education - Licensed Specialist in School Psychology	\$5,000
Special Education - Speech Language Pathologist	\$5,000
Special Education Teacher - Emotionally Disturbed Self Contained	\$5,000
Special Education Teacher - Autism Self Contained	\$5,000
Special Education Teacher - Deaf Education	\$5,000
Special Education Teacher - Life Skills Self Contained	\$5,000
Special Education Teacher - Visually Impaired/Orientation Mobility	\$5,000

Elementary

Art Facilitator	\$500
Classroom Assistant - Self Contained Special Education	\$1,000
Critical Shortage Teaching Fields	
- Bilingual Teacher	\$5,000
Dyslexia Program Facilitator	\$1,000
Lead Gifted and Talented Teacher	\$1,000
Lead Grade Level Teacher	\$600
Legacy Leader	\$500
Music Facilitator	\$500
PE Facilitator	\$500
REACH Facilitator/Lead	\$1,000
Student Council	\$500
UIL Sponsor	\$250
Yearbook	\$250

Middle School

Academic

Academic Department Chair	\$750
Classroom Assistant - Self Contained Special Education	\$1,000
Critical Shortage Teaching Fields (amount prorated if not teaching a full schedule in field)	
- Foreign Language Teacher	\$5,000
- Middle School Math Teacher	\$3,000
Legacy Leader	\$500
Subject Grade Level Lead Teacher	\$500
- English	
- Reading	
- Math	
- Science	
- Social Studies	
- For STAAR tested grades 6-8	

Athletics

Athletic Coordinator	\$3,000
Basketball	\$3,000
Football	\$3,000
Soccer	\$3,000

Track	\$3,000
Volleyball	\$3,000

Extracurricular

Cheerleading (1)	\$1,500
Drill Team (1)	\$1,000
National Junior Honor Society	\$1,000
Student Council (1)	\$2,000
Yearbook	\$500
UIL	\$250

Music

Assistant Band Director	\$6,000
Auditorium Manager	\$1,000
Band Director	\$7,500
Choir Director	\$3,500
Orchestra Director	\$3,500

High School

Academic

Academic UIL Coordinator	\$2,000
Academic Department Chair	\$1,500
Academic UIL Coaches	
- 1 Event	\$750
- 2 Events	\$950 (\$200 per additional event)
- Accounting	
- Calculator Applications	
- Computer Applications	
- Computer Science	
- Current Events	
- Literary Criticism	
- Mathematics (2)	
- Number Sense	
- Ready Writing	
- Science	
- Social Studies	
- Spelling	

Advanced Placement Coordinator	\$1,500
Agriculture Teacher	\$4,500
AV/Production	\$1,800
Boot Camp Lead Teacher	\$1,500
Classroom Assistant - Self Contained Special Education	\$1,000
Critical Shortage Teaching Fields (amounts prorated if not teaching a full schedule in field)	
- Foreign Language Teacher	\$5,000
- High School Science Teacher	\$5,000
- High School Mathematics Teacher	\$5,000
Culinary Arts Teacher	\$1,500
DAEP Lead Teacher	\$1,500
Grade Level Lead Teacher	\$500
Graphic Design	\$1,800
Journalism/Yearbook	\$1,500
Journalism/Newspaper	\$1,500
Legacy Leader	\$500
National Honor Society	\$1,500
Jefferson Learning Center Lead Teacher	\$1,500
Skills USA	\$750 (\$200 per additional event)
Speech/Debate	\$2,500
Texas Junior Classical League	\$1,200
Theater Arts	\$5,000
Theater Arts Assistant Director	\$2,000

Athletics

Athletic Coordinator	\$10,000
Athletic Trainer	\$9,750
Baseball Assistant	\$4,000
Baseball Head Coach	\$8,000
Basketball Assistant	\$4,000
Basketball Head Coach	\$10,000
Character Education	\$6,000
Cross Country Assistant Coach	\$3,000
Cross Country Head Coach	\$5,000
Football Assistant Coach	\$6,000
Football Defensive Coordinator	\$8,000
Football Offensive Coordinator	\$8,000
Golf Head Coach	\$8,000
Powerlifting Assistant	\$4,000

Powerlifting Head Coach	\$6,000
Soccer Assistant	\$4,000
Soccer Head Coach	\$8,000
Softball Assistant	\$4,000
Softball Head Coach	\$8,000
Strength and Conditioning Fall	\$5,000
Strength and Conditioning Spring	\$5,000
Strength and Conditioning Summer	\$4,000
Swimming Head Coach	\$8,500
Tennis Assistant Coach	\$4,000
Tennis Head Coach	\$8,500
Track Assistant Coach	\$4,000
Track Head Coach	\$8,000
Volleyball Assistant Coach	\$4,000
Volleyball Head Coach	\$8,000

Extracurricular

Cheerleading Assistant Coach	\$2,000
Cheerleading Head Coach	\$5,000
Drill Team	\$6,000
Spirit Committee	\$1,000
Student Council	\$2,000

Music

Auditorium Manager	\$1,500
Assistant Band Director	\$10,000
Assistant Choir Director	\$3,000
Choir Director	\$7,000
Orchestra Director	\$5,000